



Indiana Commission on Hispanic/Latino Affairs
2020-2022 STRATEGIC PLAN





ICHLA

is a non-partisan state agency working towards

**ECONOMIC
EDUCATIONAL
SOCIAL EQUITY**

**as well as, promoting cooperation &
understanding.**

The Commission on Hispanic/Latinx Affairs was originally created in the early 1970's; as a means to address the lack of a strong Hispanic or Latinx presence in state government and the community at large. It became an official commission on January 22nd, 2003; during Governor Kernan's term. Since that date, the commission has grown and expanded to include new initiatives while continuing its mission to serve the Indiana Hispanic and Latinx community. Since its conception, the Hispanic/Latinx population within Indiana has continued to flourish. With this growth, we have seen how such groups have had a positive impact on Indiana's economy and cultural heritage.

WE ARE PURPOSEFUL

The purpose of this plan is to give a snapshot of Indiana's Hispanic/Latinx population. Based off of the research and data pertaining to this population, this will be our plan to address the challenges faced by the community and how best to advocate and resolve them.

Indiana General Assembly Members:

1. Sen. Jean Breaux - *Senate District 34*
2. Sen. Jack Sandlin - *Senate District 36*
3. Rep. Earl Harris Jr. - *House District 2*
4. Rep. Peggy Mayfield - *House District 60*

State Agency Members:

1. Beatriz Pacheco - *Designee, Indiana Department of Education*
2. Tina Little - *Designee, Indiana Department of Corrections*
3. Brenda Graves-Croom - *Designee, Indiana Family and Social Services*

Administration:

1. Diana Feliciano - *Designee, Indiana State Department of Health*
2. Stephanie Price - *Designee, Indiana Department of Workforce Development*
3. John Ruiz - *Designee, Lt. Governor's Office*

Governor's Appointee:

1. TBD

COMMISSIONERS

WE ARE CONNECTED

- ICHLA's mission statement
- directly aligns with the Indiana
- Civil Rights Commission's goal to
- enforce the Indiana civil rights
- laws and provide education and
- services to the public in an effort
- to ensure equal opportunity for
- all Hoosiers and visitors to the
- State of Indiana.

CORE VALUES

- **I**dentify various issues and topics for the commission to address.
- **C**ollaborate with individuals and organizations that align with our mission.
- **H**elp the Hispanic/Latinx community to the best of our abilities.
- **L**isten to the community on what challenges they are facing.
- **A**dvocate for the further advancement of Hispanic/Latinx people statewide.



WE ARE PURPOSEFUL

ICHLA is purpose driven to address:

**EDUCATION
WORKFORCE
CIVIL RIGHTS
PUBLIC SAFETY
HEALTH**

EDUCATION

Latinos are the largest minority group in the nation, and as more Latinos graduate from K-12 schools, the number of Latinos attending college and achieving a post-secondary education increase. **ICHLA believes every student should be informed on the opportunities, resources, and career pathways that the state of Indiana provides and has to offer for students to become successful and achieve their goals.**

OUR STRATEGIES INCLUDE:

- ▶ Develop and expand relationships with Indiana state-wide organizations by partnering, sponsoring, and promoting events and resources.
- ▶ Work with Indiana Public Schools to provide cultural competence training for teachers and administrators at least once a month to impact 12 schools.
- ▶ Partner with the Indiana Latino Expo to host a Student Organization Fair to invite high school students.
- ▶ Create awareness about the educational obstacles facing Hispanic/Latinx high school students and the employees who serve the community.

PURPOSE

1

QUICK FACTS

40% of men and **37%** women from the Hispanic/Latinx community in Indiana lack a high school diploma or a GED. This is compared to statewide average of 13% for the overall population (2011 data sheet from the Indiana Business Research Center at Indiana University's Kelley School of Business).

• **According to the National Center for Education Statistics, U.S. public schools are adding as many as 100,000 new ELL or English Language Learners students each year**

• According to the Kids Count Data Center, the number of children ages 5 to 17 who speak a language other than English at home increased from 9.5 million in 2000 to nearly 12 million in 2015 (a 25 percent increase).

• **In 2014**, roughly **33%** [of Latinos] had obtained a degree from a two-year program or had attained some college experience (2014, Pew Research Center – Pew Hispanic).



QUICK FACTS

- **Almost 5,000 Hispanic-owned firms contribute just north of \$1.1 billion in overall revenue each year to the [Indiana] region, according to the most recent data from the Indy Chamber's Hispanic Business Council.**

- Hispanic immigrants in Indiana paid **\$567.3 million** in taxes in 2014, while earning an income of **\$2.3 billion.** (American Immigration Council)

- The majority (72%) of all farm workers were foreign born; with the highest percentage being concentrated from Latin American nations. (National Center for Farmworker Health, Inc. 2012).

- **42% of farm workers surveyed were migrants, having traveled at least 75 miles within the previous year to obtain a farm job (National Center for Farmworker Health, 2012).**



PURPOSE

2

WORKFORCE

Over the past decades, the Hispanic/Latinx community have contributed to the state's economy massively. The community is a major contributor to Indiana's growing workforce, including Hispanic/Latinx entrepreneurs who continue to innovate ideas that bridge and support the state of Indiana. **ICHLA believes in economic equality for all Hispanic/Latinx individuals to pursue opportunity to contribute to the economy in a meaningful way.**

OUR STRATEGIES INCLUDE:

- ▶ Promote various employment trainings, jobs, job fairs, and professional development events and workshops on social media.
- ▶ Create and develop relationships with: Prospanica, Indy Chamber, Hispanic Business Council, & Small Business Development Center.
- ▶ Create improved channels of communication for the concerns of employees with ICHLA and be a liaison for the community at large.
- ▶ Collaborate with organizations that provide English classes and can provide a high school diploma or equivalency for the Hispanic/Latinx community

CIVIL RIGHTS

Recognizing the value that diversity brings to the community of Indiana is important. As well as celebrating the differences, each individual has to offer in making sure they are able to embrace them. **ICHLA and ICRC believe in enforcing the Indiana Civil Rights laws and ensuring each individual has an equal opportunity to work and live within the state of Indiana.**

OUR STRATEGIES INCLUDE:

- ▶ Collaborate and partner with statewide organizations to present trainings in Spanish and English and speak about the laws to promote equal opportunity.
- ▶ Educate the Hispanic/Latinx community, including youth, about their civil rights and equal opportunities through the state of Indiana; aligning with the mission of the Indiana Civil Rights Commission (ICRC) and Equal Employment Opportunity Commission (EEOC).
- ▶ Specifically La Plaza, Tu Futuro, and the Indiana Latino Institute to create awareness about individual civil rights and equal opportunities based on his/her color, gender, age, ancestry, national origin, religion, or disability.

PURPOSE

3

QUICK FACTS

- Almost **5,000** Hispanic-owned firms contribute just north of \$1.1 billion in overall revenue each year to the [Indiana] region, according to the most recent data from the Indy Chamber's Hispanic Business Council.
- Hispanic immigrants in Indiana paid \$567.3 million in taxes in 2014, while earning an income of \$2.3 billion. (American Immigration Council)
- The majority (72%) of all farm workers were foreign born; with the **highest** percentage being concentrated from Latin American nations. (National Center for Farmworker Health, Inc. 2012).
- **Forty-two percent (42%) of farm workers surveyed were migrants, having traveled at least 75 miles within the previous year to obtain a farm job (National Center for Farmworker Health, 2012).**



QUICK FACTS

- Around **9.7 %** of the Indianapolis Metropolitan Police force is made up of Hispanic/Latinx officers (Police Department Race and Ethnicity Demographic Data, 2014).

- **The Hate Crime Victimization report, a Census-driven study, shows an alarming rise in violent anti-Hispanic crime from 0.6 per 1,000 persons age 12 or older in 2012, to 2.0 per 1,000 in 2014. (Bureau of Justice Statistics).**

- The FBI's most recent statistics show that nationally hate crimes **rose by 17 % in 2017 - the highest level in nine years.** During the same year, the FBI found a 24 % [increase] in anti-Latino crimes.



PUBLIC SAFETY

For a community to be successful and be able to perform well in school, work, and society, the community needs to first feel safe and have a positive perception on public safety and resource availability. **ICHLA believes that building a positive and supportive relationship with the Hispanic/Latinx community is vital to the commission's focus on outreach.**

OUR STRATEGIES INCLUDE:

- ▶ Learn about the statewide public safety resources and develop strategies to create awareness of such resources provided by the state of Indiana.
- ▶ Bridge the gap about the most pressing social disparities affecting the Hispanic/Latinx community; such as: rehabilitation, drug treatment and mental health.
- ▶ Create policy recommendations that better reflect on the safety needs of the Hispanic/Latinx community.
- ▶ Collaborate with Indiana Legal Services, Immigrant Welcome Center, Equal Employment Opportunity Commission, Christian Legal Services, and Catholic Charities in order to provide free or at low cost legal services.

PURPOSE

4

HEALTH

In the Hispanic/Latinx community, there are multiple obstacles, including the language barrier that can be a challenge for the community to search, ask, and learn about the available health resources and become aware and educated on the different health issues. **ICHLA believes in bridging the awareness gap by partnering with organizations that provide health resources and making sure that we share the sources strategically for the community.**

OUR STRATEGIES INCLUDE:

- ▶ Advocate and raise awareness on HIV/AIDS among Latinos in Indiana.
- ▶ Partner with the Indianapolis Urban League, Indiana Minority Health Coalition, and the Indiana Department of Health.
- ▶ Research health disparities for the community and underserved age groups.
- ▶ Raise awareness on the mental health needs of the Hispanic/Latinx community.
- ▶ Develop a partnership with the Brooks Place and other mental health-based organizations.

PURPOSE

5

QUICK FACTS

- **Heart disease and cancer in Hispanics are the two leading causes of death, accounting for about 2 of 5 deaths (Centers for Disease Control and Prevention, 2015).**

- Mexicans also are nearly twice as likely to die from chronic liver disease and cirrhosis as whites. (CDCP, 2015).

- According to the AIDS Vu Database, around **49.2%** of the total HIV cases in the state of Indiana stem from the Hispanic/Latinx community.

- Approximately **1 in 10** Hispanics with a mental disorder use mental health services from a general health care provider, while only **1 in 20** receive such services from a mental health specialist. (National Alliance for Hispanic Health).



WE ARE CONNECTED

PARTNERSHIP NETWORKING EVENT

Invite non-profit organizations, corporate companies, and state departments to come together to learn about ICHLA's ongoing projects and how we can all collectively partner together.

Projected: 2021-2022

SOLIDIFY SOCIAL MEDIA PLAN

Create a LinkedIn profile to better connect with Hispanic/Latinx professionals and organizations for partnerships.

Create an Instagram account to better connect with Hispanic/Latinx youth to connect them with the educational resources available.



GLOSSARY

Important terminology to understand ICHLA's goals and purpose.

Hispanic- an individual whose heritage originates from Spanish-speaking countries. (e.g. Spain, Dominican Republic, Chile, etc...)

Latinx- a person of Latin American Origin or descent (used as a gender-neutral or non-binary alternative to Latino or Latina).

Discrimination- treatment or consideration of, or making a distinction towards, a person based on the group, class, or category to which the person is perceived to belong; often shown in prejudicial actions, speech, or thoughts.

Implicit bias- refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

Cultural competence- The ability of service agencies to understand the worldview of clients of different cultures and adapt practices to ensure their effectiveness.

Multi-cultural competence- A process learning about and becoming allies with people from other cultures, thereby broadening our own understanding and ability to participate in a multicultural process. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world and an openness to learn from them.

Intersectionality- An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive.

Civil rights- set of rights that are designed to protect individuals from unfair treatment; they are the rights of individuals to receive equal treatment (and to be free from unfair treatment or discrimination) in a number of settings- including education, employment, housing, public accommodations, and more- and based on certain legally-protected characteristics.

Equality- Treated in the same way under the law or by institutions, regardless of their race, class, socio-economic status, ethnicity, religion, gender, sexual orientation or other social identities.

Equity- Individuals in communities get the resources they need to succeed as well as support and protection from the law and institutions based on the historical and current oppressions they face because of their race, class, religion, and language.

Cultural appropriation- The unacknowledged or inappropriate adoptions of the customers practices, ideas, etc. of one people or society by members of another and typically more dominant people or society.

Diversity- Differences among people with respect to age, class, ethnicity, gender, physical and mental ability, race, sexual orientation, spiritual practice, and other human differences. Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another.

Inclusion- Authentically bringing traditionally excluded individuals and/or groups into process, activities, and decision/ policy making in a way that shares power.

Non-partisan- an organization / individual who are neutral and free from party affiliation.



WE ARE PARTNERS

CENTRAL INDIANA:

Indiana Latino Expo
Radio Latina & Familia Fest 2019
Shalom Health Center
Girls Scouts of Indiana
Indiana Latino Institute
Latino Health Organization
Latino Coalition Against Domestic & Sexual Violence
Indiana Minority Health Coalition
Indiana Latino Fellows Day with the Indiana State House

NORTHERN INDIANA:

Ballet Folklórico Yolotzin
H.U.G.S Cultural Committee
Center for Healing & Hope
El Mexicano Newspaper Fiesta Fort Wayne
Proteus Inc.

SOUTHERN INDIANA

Su Casa Columbus
Latino Education Group

TIMELINE

2020

- School trainings every first week of each month.
- May 2020 Partnership Networking Event
- Listening Sessions
 - April, Northern Indiana
 - August, Southern Indiana
 - October, Central Indiana

2021

- School trainings every first week of each month.
- May 2021 Partnership Networking Event
- September/October Latino Health Conference

2022

- School trainings every first week of each month.
- May 2022 Partnership Networking Event
- Create an evaluation report for each project:
 - Listening Sessions
 - Cultural Competence school trainings
 - Partnership Networking

Event

- Latino Health Conference



**ICHLA WOULD
LIKE TO EXTEND
SPECIAL THANK
TO ALL THOSE
WHO CONTINUE
TO PUSH THE
COMMISSION
ONWARD AND
UPWARD.**



¡QUEREMOS ESCHUCHAR TU VOZ!

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www.in.gov/ichla/



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